NOTE: Spinal points shaded in blue are contribution points & only accessible by application through Recognition & Reward.										Nat Ins (ERS) April 2020	Apprenticesh ip Levy	Super. @ 10% for NEST	Total Empl'rs Costs NEST	Gross NEST	22.5% for UGPS	Total Empl'rs Costs UGPS	GROSS UGPS	Super. @ 21.1% for USS from	Total Empl'rs costs USS	Gross USS	
National																			October 2019		
Pay Spine	Spine Pt 52	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9 £64,605	£7,703	£323							£13,632	£21,657	£86,262
£64,605 £62,727	52									£62,727	£7,703 £7,444	£323 £314							£13,032	£20,993	£83,720
£60,905	50									£60,905	£7,192	£305							£12,851	£20,338	£81,253
£59,135	49									£59,135	£6,948	£296							£12,477	£19,721	£78,856
£57,418	48									£57,418	£6,711	£287							£12,115	£19,113	£76,531
£55,750	47								£55,750	£55,750	£6,481	£279							£11,763	£18,523	£74,273
£54,131	46								£54,131	£54,131	£6,257	£271							£11,422	£17,950	£72,081
£52,560	45								£52,560	£52,560	£6,041	£263							£11,090	£17,393	£69,953
£51,034	44								£51,034		£5,830	£255							£10,768	£16,853	£67,887
£49,553	43								£49,553		£5,626	£248							£10,456	£16,329	£65,882
£48,114	42								£48,114		£5,427	£241							£10,152	£15,820	£63,934
£46,718 £45,361	41 40								£46,718 £45,361		£5,234 £5,047	£234 £227							£9,857 £9,571	£15,325 £14,845	£62,043 £60,206
£45,361 £44,045	39							£44,045	£45,361 £44,045		£4,865	£227							£9,571	£14,045 £14,379	£58,424
£44,045 £42,792	38							£44,045 £42,792	£ 44 ,040		£4,663	£220 £214							£9,293 £9,029	£13,936	£56,728
£41,526	37							£41,526			£4,518	£208							£8,762	£13,487	£55,013
£40,322	36							£40,322			£4,352	£202							£8,508	£13,061	£53,383
£39,152	35							£39,152			£4,190	£196							£8,261	£12,647	£51,799
£38,017	34							£38,017			£4,034	£190							£8,022	£12,245	£50,262
£36,914	33							£36,914			£3,881	£185							£7,789	£11,855	£48,769
£35,845	32						£35,845	£35,845			£3,734	£179							£7,563	£11,476	£47,321
£34,804	31						£34,804				£3,590	£174							£7,344	£11,108	£45,912
£33,797	30						£33,797				£3,451	£169							£7,131	£10,751	£44,548
£32,817	29						£32,817				£3,316	£164							£6,924	£10,404	£43,221
£31,866 £30,942	28 27						£31,866 £30,942				£3,185 £3,057	£159 £155							£6,724 £6,529	£10,068 £9,741	£41,934 £40,683
£30,942 £30,046	26						£30,942 £30,046				£3,057 £2,934	£155							£6,340	£9,741 £9,424	£39,470
£29,176	25					£29,176	£29,176				£2,814	£146	£2,918	£5,877	£35,053	£6,565	£9,524	£38,700	£6,156	£9,116	£38,292
£28.331	24					£28.331	220,170				£2.697	£142	£2.833	£5.672	£34.003	£6,374	£9.213	£37,544	20,100	20,110	200,202
£27,511	23					£27,511					£2,584	£138	£2,751	£5,472	£32,983	£6,190	£8,911	£36,422			
£26,715	22					£26,715					£2,474	£134	£2,672	£5,280	£31,995	£6,011	£8,619	£35,334			
£25,941	21					£25,941					£2,367	£130	£2,594	£5,091	£31,032	£5,837	£8,334	£34,275			
£25,217	20					£25,217					£2,267	£126	£2,522	£4,915	£30,132	£5,674	£8,067	£33,284			
£24,461	19					£24,461					£2,163	£122	£2,446	£4,731	£29,192	£5,504	£7,789	£32,250			
£23,754	18				£23,754	£23,754					£2,065	£119	£2,375	£4,559	£28,313	£5,345	£7,529	£31,283			
£23,067	17				£23,067	£23,067					£1,971	£115	£2,307	£4,393	£27,460	£5,190	£7,276	£30,343			
£22,417 £21,814	16 15				£22,417 £21.814	£22,417					£1,881 £1,798	£112 £109	£2,242 £2,181	£4,235 £4,088	£26,652 £25,902	£5,044 £4,908	£7,037 £6,815	£29,454 £28,629			
£21,814	14				£21,814 £21,236						£1,798	£109	£2,101	£3,948	£25,902 £25,184	£4,778	£6,602	£20,629 £27,838			
£20,675	13			£20,675	£20,675						£1,710	£103	£2,068	£3,812	£24,487	£4,652	£6,396	£27,030			
£20,130	12			£20,073	£20,073						£1,565	£101	£2,000	£3,679	£23,809	£4,529	£6,195	£26,325			
£19,612	11			£19,612	£19,612						£1,494	£98	£1,961	£3,553	£23,165	£4,413	£6,005	£25,617			
£19,133	10			£19,133	·						£1,428	£96	£1,913	£3,436	£22,569	£4,305	£5,828	£24,961			
£18,709	9			£18,709							£1,369	£94	£1,871	£3,334	£22,043	£4,210	£5,673	£24,382			
£18,342	8			£18,342							£1,318	£92	£1,834	£3,244	£21,586	£4,127	£5,537	£23,879			
£18,009	7			£18,009							£1,272	£90	£1,801	£3,164	£21,173	£4,052	£5,415	£23,424			
£17,682	6		£17,682	£17,682							£1,227	88£	£1,768	£3,084	£20,766	£3,978	£5,294	£22,976			
£17,361	5 4		£17,361								£1,183	£87	£1,736 £1,734	£3,006 £3,001	£20,367 £20,339	£3,906	£5,176	£22,537 £22,506			
£17,338 £17,338	3*	£17,338	£17,338 £17,338								£1,180 £1,180	£87 £87	£1,734 £1,734	£3,001	£20,339 £20,339	£3,901 £3,901	£5,168 £5,168	£22,506			
£17,338	2*	£17,338	211,000								£1,180	£87	£1,734	£3,001	£20,339	£3,901	£5,168	£22,506			
Not in use	1	Not in use									£0,100	£0	£0	£0	£0	£0	£0	£0			

>>> The University of Glasgow is a Living Wage Employer, this currently equates to £17,338 p/a or £9.50p/h. * point 2, 3 and 4 have been uplifted to account for the living wage increase.